

Expected federal funding increase means larger salaries for employees

During the past few weeks, memos have been sent to members of the campus community from President King Jordan and Director of Congressional Relations Sue Ellis discussing federal funding for the coming year.

Of particular interest to Gallaudet employees is how the funding will be reflected in their paychecks.

The latest word is this: If the appropriations bill is approved by Congress and signed by the president at the level recommended by the House-Senate conference committee, most Gallaudet employees can look for a 7 percent across-the-board salary increase beginning with the new fiscal year (Oct. 1, 1988).

In addition, staff members will receive merit increases averaging 3 percent (between 0-6 percent); University faculty merit increases and promotions will continue to be awarded; and Pre-College faculty will be eligible for track changes.

When the proposed increases would be reflected in the paychecks depends on when the appropriations bill is approved by Congress and signed by President Reagan. "It's always a difficult thing to say," said Vice President for Administration and Business Paul Kelly. He noted, however, that increases will be retroactive to Oct. 1 even if the bill is not approved until later.

Merit increases for exempt staff, whose evaluation date is also Oct. 1, would be added to their new FY 89 salary base (on top of the 7 percent increase). The merit system for non-exempt staff will be reinstated on Jan. 1, 1989, and non-exempt employees will be evaluated on their anniversary dates.

The House-Senate Conference Committee on Appropriations for Labor, Health and Human Services, Education, and Related Agencies agreed on a recommended appropriation of \$65,998,000 for Gallaudet for Fiscal Year 1989 (Oct. 1, 1988-Sept. 30, 1989). This figure includes \$65,010,000 for operations and \$988,000 for Gallaudet's matching endowment fund. Gallaudet's FY 88 operating budget from Congress was significantly less: \$61.238 million.

Because of last year's funding cuts, staff members did not receive any salary increases during the past year. Faculty members did receive increases to bring their salaries in line with other area universities, and all faculty and staff received a lump-sum payment of 2 percent of their annual salaries, which did not become part of their salary base.

"Everybody is behind," said Kelly. The proposed 7 percent increase "is an

attempt to bring everyone closer to where they ought to be."

The increase also reflects a shift in priorities at Gallaudet. "By devoting all the new money to compensation, we're sending a message both to Congress and internally that it's a number-one priority," Kelly said.

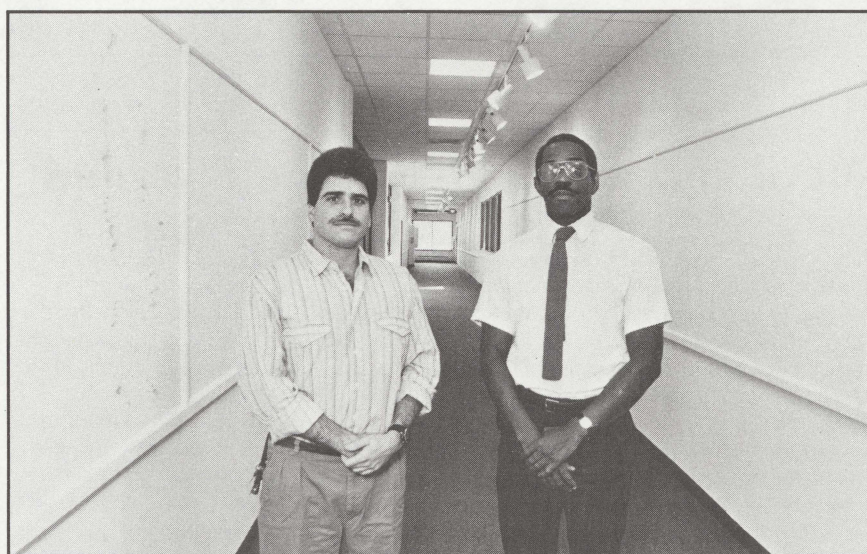
He noted that there will be an across-the-board increase even if Gallaudet does not receive the full federal appropriation recommended by the conference committee, but it will probably not be 7 percent. Program cuts may have to be made to balance salary increases if Gallaudet's final appropriation is less than expected, Kelly said.

Full- and part-time faculty and staff, including extended temporaries, are eligible for the across-the-board increase. One exception is a small number of employees who are significantly over the maximum of their salary range. According to Denise Sullivan, director of Human Resources in the Personnel Office, the proposed 7 percent increase would be reduced by 1 percent for every 5 percent or portion thereof that employees are over their current range.

The across-the-board increase also does not apply to employees covered by collective bargaining agreements: custodial, maintenance, and utilities plant employees.

Last year, the merit system changed at Gallaudet. As of Oct. 1, 1987, all exempt employees were switched to an Oct. 1 evaluation date and were placed under a completely performance-based system. This meant that they would receive no functional increases, and

continued on page 2



Phillip Bogdan (left), an art instructor at KDES, and Albert Couthen, assistant principal, stand in the recently completed Kendall Gallery, which will soon be filled with art.

New Kendall art gallery gets ready for grand opening in November

Kendall Demonstration Elementary School art instructor Phil Bogdan calls the school's new art gallery Gallaudet's "best kept secret."

Even though Kendall Gallery is half a football field in length, few people in the Gallaudet community, including KDES employees, know that it exists. Granted, the stark, white walls are barren now, but that will change on Nov. 3, when the gallery will be awash with the color and design of 300 works of art created by young deaf artists from KDES and Argentina.

A grand opening reception will be held on the evening of Nov. 23, and 2,500 invitations to the event have already been mailed. Bogdan hopes that

the opening will help establish the gallery as an international center for deaf children's art.

The gallery was built last spring in a third floor wing of the school by the Design and Construction unit of the Physical Plant Department. Grants from McDonald's and the Polaroid Corporation totaling \$9,000 funded the construction. The gallery has cork-covered walls for mounting paintings, photographs, and mixed-media works, and track lighting runs the entire length of the ceiling. There is also a giant, built-in movie screen at one end of the room, as well as a permanently installed videocamera.

continued on page 2

Miller named interim director of National Academy

Margery Miller, the former coordinator of Family Life Programs in Gallaudet's National Academy, has



Margery Miller

accepted the appointment of interim director of the National Academy, a unit of the College for Continuing Education.

"I am looking forward to the challenge of continuing the National Academy's tradition of excellence," Miller said. "I am excited about working under the guidance of Dr. Roslyn Rosen [dean of the College for Continuing Education] and I greatly appreciate the training I received from my predecessor, Dr. Howard Busby." Busby now serves the University as interim dean of Student Affairs.

In addition to her employment at Gallaudet, Miller's past professional experience includes working as an auditory development specialist and community liaison for Montgomery County, Md., Public Schools, as a speech and language pathologist for the Maryland School for the Deaf, and as clinical supervisor for the University of

Maryland Clinic.

She has university faculty experience at several postsecondary institutions and holds a Maryland certificate as a school psychologist. Miller is presently a doctoral student in psychology at Georgetown University.

The National Academy consists of three units. Family Life Programs focuses on family education and training for professionals serving families. Special Populations Programs deals with hearing loss later in life, hard of hearing and deafened people, and minority constituencies. Professional and Community Training Programs focuses on training professionals outside the field of deafness, such as in the medical, legal, civil, and community service fields.

Priorities for the National Academy this year include career assistance, critical health issues, empowerment, family education, and accommodation.



Students at Kendall Demonstration Elementary School gather in the lobby of the building to await their first day of school, which began after Labor Day.

Merit increases also to be awarded

continued from page 1

funds received from the federal government would be used for merit increases only. The new merit system became a moot point as all exempt staff salaries were frozen at FY 87 levels last December, and the merit program was suspended for a year.

"But for this coming year, FY 89, because we have lost market competitiveness and no one got a raise last year, the president made the decision to award the 7 percent across-the-board increase to everyone, to bring us back up to a more competitive posture," said Denise Sullivan.

The situation may change again next year. "At this point we don't know if we will go back to a total merit system [for exempt employees]," said Sullivan.

Added Kelly, "The president does agree with a performance-based system, so I think he will want to get back to that." The decision has not yet been made as to whether next year exempt employees will be evaluated totally on merit or will also receive an across-the-board increase.

To reinstate the merit system in an equitable way, non-exempt staff members will not be eligible for merit increases until Jan. 1, 1989. Sullivan explained that while salaries were frozen for exempt employees retroactive

to Oct. 1, 1987, non-exempt staff whose anniversary dates fell between Oct. 1-Dec. 31 did receive merit increases last year. At this point, there are no plans to change non-exempt employees to a completely merit-based system in the future.

Other questions relating to merit increases still must be resolved, including whether both exempt and non-exempt staff hired during the past year should be eligible for merit increases this year or penalized for a year as other staff members were.

Part of the expected funding increase from the federal government will be used to fund faculty positions for two new degree programs at Gallaudet, a master's of social work and a Ph.D. in clinical psychology. The new programs are expected to begin in the fall of 1989. Additional funds will be given to the School of Management to hire new faculty. "The School of Management is now the top major," said Kelly, "and the demand is growing faster than the faculty."

Kelly noted that the proposed 7 percent across-the-board increase is for FY 89 only. "It's not a promise that every year there will be a 7 percent increase. We will take a look next year and compare how Gallaudet stands in relation to everyone else, and also take into consideration our federal appropriation."

At the same time, he noted that "the president is committed to try to have salary increases to keep Gallaudet competitive on the market, so I think our resources will be devoted to that area in the future."

"We are trying to look into the overall budget and come up with a comprehensive financial plan that will make it easier to commit to compensation increases without waiting for the federal appropriation," Kelly added.

In spite of expected salary increases, belt tightening will have to continue at Gallaudet, said Kelly. "There is a perception of people on campus that there is a big pot of money here," he said. "That's not true—I can't find it."

The University is now undertaking a comprehensive budget review that may take up to two years to complete. This review includes planning tuition, completing a space management study, and soliciting greater private funding. "Once Dr. Jordan became president, it was determined that a more in-depth review of the budget process was needed," said Kelly. "During the next year, we should have a better handle on the total budget."

Grants program funds research here

Gallaudet employees and graduate students interested in doing research projects or pursuing advanced academic degrees may find the financial support they need to carry out their work through the University's Small Grants Program.

This year, \$24,000 is available for faculty, staff, and graduate students in-

involved in research projects and dissertation studies that require funds ranging from \$500 to \$2,000.

The Small Grants Program, administered by the Office of the Dean of Graduate Studies and Research, funds an average of 12 projects a year, according to Dr. Michael Karchmer, interim dean of the department.

Requests for project funding will be accepted until Oct. 1, Karchmer said, but if any money is available after the grants are awarded, additional requests will be accepted and reviewed on a first-come, first-served basis. Funding requests are reviewed by a faculty/staff committee, which makes recommendations to Karchmer for final approval. Projects requiring less than \$500 can be submitted directly to Karchmer any time during the academic year.

"The purpose of the Small Grants Program is to promote research productivity and to provide a way for people to test new ideas," Karchmer said.

Projects do not have to be related to the field of deafness. "Over the years we have approved projects ranging from the evaluation of various assessments like simultaneous communication to the study of Roman Catholic nuns in the early American West," said Karchmer.

Money will be made available to successful project applicants by mid-October, Karchmer said. For additional information, call Graduate Studies and Research, x5400.

Kendall Gallery to open soon

continued from page 1

"It is absolutely on a par with any professional gallery in the country, and it has the finest lighting of any gallery I've ever seen," Bogdan said.

Kendall Gallery will be open to the public year-round, and Kendall students will play a large role in running the gallery.

In addition to housing art displays, the gallery will be used for visiting artists to conduct workshops and lectures.

Bogdan said that the opening show will include sculpture, paintings, photographs, and prints, plus slide shows about the Deaf President Now movement and about various artists that the Kendall students studied last year. It will also include a videotape that the Kendall students made last year for Gallaudet's Health Fair, which Bogdan described as "a comedy involving overeating, dramatic weight loss, and the dangers of overexposure to the sun."

The grand opening will be held from 7 to 11 p.m. and will include a 7:30 p.m. address by Gallaudet President King Jordan. The guest list for the opening includes members of Congress, educators, the Gallaudet community, and business and community leaders.

After the opening exhibit is dismantled, it will be sent to Canada for a showing, and then to McDonald's corporate headquarters in Oakbrook, Ill., where it will be on display with works by Moscow children. The Moscow children's art will be shown at Kendall Gallery, Bogdan said, but a specific date has not yet been decided.

Announcements

The following new support groups for substance abusers are available for the Gallaudet community through the Office of the President and the Deaf Alcoholics and Addicts in Recovery Committee: Alcoholics Anonymous—Sundays and Wednesdays, Ely Center, Room 202F, Thursdays, Northwest Campus, Main Hall, Room 116A; Cocaine Anonymous—Mondays, Northwest Campus, Main Hall, Room 116A, Fridays, Ely Center, Room 202F; Narcotics Anonymous—Tuesdays and Saturdays, Ely Center, Room 202F. All meetings are from 8-9 p.m., preceded by fellowship from 7:30-8 p.m. Interpreters are provided.

Ten-week dance classes for deaf and hearing children ages 4-13 are being offered by the National Dance Academy of the Deaf beginning Sept. 24. All classes are on Saturday mornings in the Gallaudet Dance Studio and include ballet, jazz, sign and tap, and ballet/tumbling for tiny tots. For more information and registration, call Sue Gill Gould, x5492/5591 (V/TDD).

Classified Ads

WANTED: Nonsmoking roommate for private bedroom and bath in 2-BR apt. in Silver Spring, Md., pool, exercise room, sauna, 24-hr. security, answering service, avail. Oct. 1, \$350/mo. inc. util. Call Joan, x5488.

FOR SALE: Castro convertible hi-rise bed, \$95; convertible ottoman, \$95; trunk, \$30; two portable refrigerators, \$70 and \$45; peacan king-size headboard, \$45; twin-size Hitchcock head and footboards, \$35; light wood china closet, \$200. Call Evelyn, x6164 or 462-0711 (V).

FOR RENT: Renovated 2-BR, 2-bath Capitol Hill apt., entrance w/separate foyer, step-up kitchen, walk-in closet, all elec. heat/AC, avail. now, \$1,150/mo. plus util. Call Brenda, 544-5859 (V).

FOR RENT: Rooms in house in Lanham, Md.; TV w/decoder, VCR, cable; close to Metro, shops; shared room, \$200/mo.; single room, \$250/mo. Call or write Mr. Samson, 387-1968 (V), P.O. Box 1428.

FOR SALE: '81 Toyota Tercel SR-5, 45K mi., 5-speed, AM/FM cassette, good cond., \$1,600. Call Shawn, x4418.

FOR SALE: Seasoned oak firewood logs, must be split, must haul from Cheverly, Md. Call Mark, x5562 or 772-3288 (V).

WANTED: Sign language instructors for Gallaudet Ext. & Sum. Prgrms. at D.C. and metro. agencies. Call x5551 or send resume to College Hall, Room 311.

Job Openings

Some of the advertised positions may already be filled. The list below includes only new staff and faculty openings and does not represent all jobs available. To get a recorded message describing the complete list, call x5358 or x5359 (TDD).

PROGRAM EVALUATION SPECIALIST: MSSD, Curriculum & Evaluation
LEARNING RESOURCE CENTER ASSISTANT: MSSD/LRC
EDUCATIONAL DIAGNOSTICIAN: MSSD Counseling & Development
FACULTY POSITION: Mathematics Department, NWC

on the
GREEN

Published each Monday for the staff and faculty of Gallaudet University by the Department of Publications and Production.

Editor

Vickie Walter

Editorial Staff

Todd Byrd

Lynne McConnell

Photography Staff

Chun Louie

Kelly Butterworth

Joan Kaminski



Gallaudet University is an equal opportunity employer/educational institution. Programs and services offered by Gallaudet receive substantial financial support from the U.S. Department of Education.